

2003 Performance Ratings Results

The statewide performance ratings distribution by rating level for 2003 has been compiled and compared to the performance ratings distribution for 2002. What the [state overall](#) data shows is that the number of employees rated at level 2 (satisfactory) has declined - 26.55% for 2003 vs. 28.88% for 2002, and the number of employees rated at level 3 (above standard) has increased - 53.59% for 2003 vs. 51.29% for 2002. The number of employees at level 1 (needs improvement) and at level 4 (outstanding) has remained about the same. The separate overview results for higher education and general government reflect similar results. Each [department's](#) and [higher education institution's](#) results, including the total number of employees rated, the number and percent of employees at each rating level for both 2002 and 2003, and the chart visually depicting the results can be found at general government departments 2003 and higher education institutions 2003. Performance pay was not funded for this performance cycle (2002 to 2003) so no performance award percentages are shown in the data.

2002 Performance Pay Results

Performance pay was funded for the first year of implementation only and those performance awards were effective July 1, 2002. The tables reflecting the summary overall results of the performance ratings and performance award percentages for the statewide workforce for that transition year include a [State Overview](#), [Percent of Workforce at Each Rating Level](#), and [Average Award Percentages](#). The results by individual department and higher education institution can be reviewed at [general government](#) departments 2002 and [higher education](#) institutions 2002.